

AEA Guidelines
Minimum Housing Standards for Staff Housing on Commercial Farms in Namibia

The Labour Act, Act 11 of 2007, stipulates under Part E, Accommodation, Section 28:

- (1) For the purposes of this section, a “dependant” means the spouse and the dependent children of the employee or of the spouse.*
- (2) If an employee is required to live at the place of employment or to reside on any premises owned or leased by the employer, that employer must provide the employee with adequate housing including sanitary and water facilities.*
- (3) If an employee contemplated in subsection (2) lives on agricultural land, the employer must provide sufficient facilities referred to in that subsection to meet the reasonable needs of the employee and the employee’s dependants, and must either-*
 - (a) permit the employee to keep livestock and to cultivate land to meet the reasonable needs of that employee and that employee’s dependants; or*
 - (b) in terms of an agreement with the employee-*
 - (i) provide the employee with sufficient food to meet the reasonable needs of the employee and the employee’s dependants: or*
 - (ii) pay the employee an additional amount to do so.*

The AEA in this document wants to guide its members and other agricultural employers especially regarding the **minimum** requirements of subsection (2) above “... adequate housing including sanitary and water facilities.”

1. Temporary workers

These comprise single workers employed for a specific task to be completed in a relatively short time with or without a grade of mobility, for example harvesters, fencers, bush cutters and charcoal burners.

1.1 General standard:

Housing:	Tent or sink hut or caravan with stoep or cooking-screen
Sanitary:	Pit latrine (long drop)
Water:	Clean borehole water or tank water

and/or

1.2 FSC standard:

Housing:	Sink hut/tent/traditional/brick & mortar Cooking facilities under roof Minimum flooring: shade netting (Housing for maximum six persons to ensure minimum privacy to workers)
Sanitary:	Separate bath/wash facilities per 15 workers Pit latrine (long drop) per 15 workers

Water provision: Access to clean water within 100m of quarters
Drinking water must be provided within 50m of work site

2. Permanent young workers with or without spouse:

Housing: Single lockable brick and mortar room (9 m²), or prefabricated, with stoep or cooking-screen
Sanitary: Shared ablution facilities (toilet, shower, washbasin)
Water: Tap close to house providing potable water

3. Worker with spouse and children (family)

Housing: Brick & mortar; two bedrooms with stoep or cooking-screen
Sanitary: Shared ablution facilities (shower, toilet and washbasin) for maximum 15 persons
Water: Tap close to house providing potable water

It should be noted that the above facilities cater for the minimum social, hygienic and health needs of workers and their families.

Where soil and water allow, gardening should be facilitated to enable the growing of fresh vegetables and fruit. See subsection 3. (a) above.

As the building of housing for farmworkers is a long-term investment, improved facilities above the minimum should be considered.

In conclusion it should be the aim of all commercial agri-employers to have a competent, satisfied and healthy workforce. The rising trend of urbanization in Namibia will remain a challenge and provision of good working and living conditions on farms will keep commercial agriculture competitive in the labour market.